



Recognising how the Domination Paradigm lives through you

The domination paradigm in schools not only affects students but also extends to teachers, leading to cycles of submission and aggression within the educational environment. Teachers, positioned as authority figures, may feel pressured to conform to top-down directives and administrative expectations, limiting their autonomy and creativity in the classroom. This sense of submission can breed frustration and resentment, which may manifest as passive-aggressive behaviours or burnout. Conversely, students, observing this power dynamic, may internalise submissive roles or exhibit aggression as a response to perceived injustices or lack of agency. This cycle of submission and aggression among both teachers and students perpetuates a rigid hierarchy, hindering collaborative and empathetic approaches to teaching and learning.

Part A: A situation when I caught myself in the submission cycle of domination paradigm

1. Think of a situation when your supervisor/head-teacher/management trustee asked you to do something in your role that you were not fully convinced of and yet you submitted. What did this person say or do (observation)? And what did you do?
2. How do you feel when you think of that situation?
3. Which needs of yours were not met?
4. Which needs were you trying to meet by the action you chose?
5. Try to guess the other person's feelings and needs in this situation.
His/her feelings:
His/her needs:
6. Using NVC principles, what can you say or do differently that will enable you to claim your power and shift to the partnership paradigm

(Contd.)

Anisha Pandya (2024)

Part B: A situation when I caught myself in the aggression cycle of domination paradigm

1. Think of a situation when you used your positional/personal power over your student or colleague. What did you do or say (observation)? What did the other person do?
2. How do you feel when you think about that situation?
3. Which needs of yours were not met?
4. Which needs were you trying to meet by the action you chose?
5. Try to guess the other person's feelings and needs that were not met.
 - a. His/her feelings:
 - b. His/her needs:
6. Using the NVC principles what can you say or of differently that will enable you to trust the process and shift to the partnership paradigm.